

M05 – Organisational Behaviour & Leadership

Assignment Guidelines:

This assignment focuses on students' critical analysis of the principles of organisational behaviour and leadership and its impact on individual, team, organisation culture and business performance. Students are expected to analyse theories of motivation, leadership styles, organisational culture, communication, teamwork, employee engagement, conflict resolution, change management and ethical leadership. In addition, the paper should reflect an understanding of how organisational behaviour and leadership theories can be applied to business situations, leading to the conclusion that effective leadership is a critical driver of organisational performance.

Submission Format:

- Detailed project report
- Font: Times New Roman, Size: 12
- Spacing: Double
- Word Count: 4000–5000 words
- Submission Deadline: [Insert Date]

Assessment Criteria:

- Understanding and application of organisational behaviour and leadership theories (20%)
- Critical analysis of leadership approaches and organisational challenges (20%)
- Application of organisational behaviour concepts to real-world business contexts (20%)
- Evaluation of leadership strategies and recommendations for organisational improvement (20%)
- Academic writing, structure, referencing, and APA formatting (20%)

Mandatory Sections:

- Title Page
- Table of Contents
- Abstract
- Introduction
- Literature Review
- Methodology
- Findings/Analysis
- Discussion
- Recommendations
- Conclusion
- References
- Appendices (if applicable)

Assignment Task – Choose ONE of the following written assignments:

Option 1: Leadership Styles and Organisational Performance

Prepare a critical report analysing how leadership approaches influence organisational performance and employee outcomes.

Your paper should:

- Describe the major theories of leadership (e.g., transformational, transactional, situational, servant, and authentic leadership models).
- Examine the impact of various leadership styles on employee motivation, engagement, creativity, commitment, and productivity.
- Assess the leadership style-organizational performance relationship.
- Illustrate with examples of organizations in which leadership approaches have led to success or failure.
- Advise on suitable leadership responses to enhance organisational effectiveness in modern business environments.

Option 2: Organisational Culture, Employee Behaviour, and Workplace Effectiveness

Prepare a strategic analysis of how organisational culture influences employee behaviour and organisational success.

Your paper should:

- Describe the meaning and significance of organisational culture and how it links with and affects employee behaviour.
- Assess the impact of organisational values, communication patterns, leadership style and physical environment on employee attitudes and performance.
- Explore the influence of organisational culture in promoting innovation, team work, diversity and employee involvement.
- Assess how strong and weak organisational culture examples and their consequences on business performance.
- Recommend strategies for developing a positive and high-performance organisational culture.

Option 3: Motivation, Employee Engagement, and Performance Management

Analyse how organisations use motivation and performance management strategies to improve employee effectiveness.

Your paper should:

- Describe the main motivation theories, such as Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, Expectancy Theory and Self-Determination Theory.
- Examine the effect of motivation on employee satisfaction, commitment, turnover and productivity.
- Cover performance management systems, feedback systems, rewards and recognition schemes.
- Critically assess the challenges for organisations to sustain employee motivation in contemporary work settings, including teleworking and evolving employee expectations.
- Suggest research-supported interventions to enhance employee motivation and organisational performance.

Option 4: Managing Organisational Change and Leadership Challenges

Prepare a critical report on the role of leadership in managing organisational change and overcoming workplace challenges.

Your paper should:

- Explain major theories and models of organisational change, including Lewin's Change Model, Kotter's Eight-Step Change Model, and contemporary change approaches.
- Analyse the role of leaders in managing resistance, uncertainty, communication, and employee adaptation during change.
- Discuss how leadership influences successful digital transformation, restructuring, mergers, or organisational innovation.
- Evaluate real-world examples of successful and unsuccessful organisational change initiatives.
- Recommend leadership strategies for implementing sustainable organisational change.